

AGREEMENT

Superintendent's Contract For Calloway County School District Commonwealth of Kentucky

This is a contract of employment entered into effective the 1st day of July, 2014, between the Board of Education for Calloway County, Kentucky ("Board") and Steve Hoskins ("Superintendent"). This Agreement establishes the mutual and respective responsibilities, terms and conditions under which the Superintendent will serve the Board as Superintendent of the Calloway County School District.

The parties agree:

1. Term

The term of this Agreement shall commence on July 1, 2014 and continue until June 30, 2015.

2. Professional Certification and Responsibilities of Superintendent

a. Certification – The Superintendent shall at all times under the terms of this Agreement hold up-to-date and valid certification for the position of superintendent and shall timely meet any requirements for assessment or training as required by the laws of the Commonwealth.

b. Duties – The Superintendent shall be the executive agent of the Board and shall have the primary responsibility for carrying out Board policy in the District. The Board retains the primary responsibility for formulating and adopting District policy as required and permitted by law. The Superintendent shall devote his entire time to the discharge of his duties as set out in law, regulation, and District policy.

3. **Compensation**

a. Salary – The Board shall pay the Superintendent an annual salary for the term of the Agreement in the amount of \$112,000.00, to be paid monthly during the term hereof beginning July 31, 2014 until termination hereof. Said salary will not be affected by the annual increase in salary received by other certified employees.

b. Work Schedule – The Superintendent shall adopt regular working hours in line with District policy and shall not take leave or non-contract days of greater than four (4) consecutive days without Board approval.

4. **Benefits**

a. Holidays – As may be applicable during the term of this Agreement, the following paid legal holidays are included: New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and the day after, Christmas Eve, Christmas Day, and New Year's Eve. It is understood that the Superintendent's non-contract days shall not be accumulated and used in any successive year.

b. Sick Days, Personal Days, and Emergency Days – The Superintendent shall receive Sick, Personal, and Emergency Days on the same basis as other certified employees of the District. The policies for certified personnel regarding sick days, personal days, and emergency days shall be applicable to the Superintendent.

c. Health and Other Benefits – The Superintendent shall receive health insurance and other benefits on the same basis as other certified employees of the District, including Kentucky Teacher Retirement System ("KTRS") contribution on his current employment, if applicable. The Board shall purchase from Superintendent any unused Sick, Personal, and Emergency Days upon the expiration of this Agreement.

d. KTRS Contribution – The Board shall pay Superintendent’s contribution to KTRS in the amount of 10.855% of Superintendent’s salary and the Board shall also pay the optional contribution available to it pursuant to the provisions of KRS 161.605(8)(a) which the Board has elected to pay and which removes any limitation on compensation to be paid to a reemployed retiree of KTRS such as Superintendent.

e. Professional and Civic Dues – The Board shall pay for reasonable professional and civic membership dues for the Superintendent not to exceed \$125.00 per month; provided however, in the event that such expenses exceed said amount, said expenses shall not be paid without written approval of the Board.

f. Automobile – The Board shall provide the Superintendent with the use of a District owned automobile, of the Board’s choice, to be used for personal use (with the Board to approve the compensation amount to be recognized by the Superintendent for personal use of the automobile as required by law and with the assistance of the District Finance Officer and/or outside accountant firm) as well as for the purposes associated with the Superintendent’s job duties. The Board shall provide liability insurance for the automobile in addition to providing maintenance and service on the vehicle and supplying gasoline and other necessary items related to the operation of the vehicle.

5. **This section left blank intentionally.**

6. **Termination of Employment Agreement**

Reasons for Termination – This Agreement shall terminate at the conclusion of the term set out within and may be terminated before that date by:


- a. Mutual agreement of the parties;
- b. Death, disability or retirement of the Superintendent; or

c. Discharge of the Superintendent for cause as permitted by law.

7. Savings Clause

If, during the term of this Agreement, a clause or any portion of the Agreement is found illegal under federal or state law, the remaining portions of the Agreement shall remain in full force and effect to the extent they are unaffected by the ruling of illegality.

Witness the hands of the parties on the date first above written.



Jeff Gordon, Chairman
Board of Education for Calloway County,
Kentucky



Steve Hoskins, Superintendent